

COMMITTEE MEMBERS PRESENT: M. Gleason, S. Havn, R. McCluskey

COMMITTEE MEMBERS ABSENT: None

VILLAGE BOARD MEMBERS PRESENT: None

VILLAGE STAFF: K. Wahlen

1. Call to Order

The meeting was called to order at 9:00 a.m. by **S. Havn**.

2. Approval of February 20, 2014 Meeting Minutes

M. Gleason moved and **R. McCluskey** seconded to accept the February 20, 2014 minutes. Motion passed unanimously (3-0).

3. Inclusion of Work Rules for DPW/Sewer Employees into the Personnel Manual

K. Wahlen explained the collective bargaining contract expired December 31, 2010. Technically these employees fall under the personnel manual, but the work rules don't specifically apply to the Sewer Maintenance and Highway Department employees. A more accurate set of work rules is attached as Exhibit A. Mark Benish, Tony Beyer and Bob Schroeder had an opportunity to review them and make recommendations.

There are three basic changes covered in the Resolution being presented today:

- 1) Reducing their ability to accumulate compensatory time regarding how much time can be accumulated. He has reduced it to half of what they had before;
- 2) Eliminating the double time pay on holidays and Sundays;
- 3) Applying the doubling of sick time to pay their Medicare Part B insurance. The Personnel Manual eliminates anything after age 65. We could bump this up to age 70 in the near future as this is a work in progress.

M. Gleason supports the time and a half and mentions that the Mt. Pleasant Highway workers' wage scale is higher than that of surrounding areas. He states that in lieu of double time, the board could extend those workers a bonus in recognition of an exceptional job done under special circumstances.

K. Wahlen suggested the Trustees should consider having a cookout for the public works department and sewer maintenance employees in appreciation for their work.

M. Gleason moved to accept the work rules for the sewer maintenance and highway department personnel as stated under the resolution with Exhibit A attachment. **R. McCluskey** seconded. **S. Havn** voted No. Motion carried 2-1.

S. Havn would like a comparison study of wages before it goes to the board.

4. Administrator Wage Study

K. Wahlen presented a wage study of administrators in surrounding areas. The Village is not paying him for retirement or for a family health plan or insurance. His current salary is \$80,000; and if his salary included benefits, it would be \$105,000. His contract was up May 13, and we have budgeted \$105,000 this year. When his position was posted, it was for \$120,000. If he is paid at \$105,000 with no benefits, it is a fair deal for both parties.

5. To convene into closed session per WI §19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, specifically: Village Administrator Performance Review. Motion by **S. Havn** moved to convene into closed session at 9:40 a.m. Seconded by **R. McCluskey**.
6. Reconvene into open session to consider any motions on any of the matters discussed under the closed session listed above. Motion by **R. McCluskey** to convene into open session. Motion seconded by **M. Gleason**. Motion carried.
7. Motion by **R. McCluskey** and seconded by **M. Gleason** to bring the performance review findings for the Village Administrator to the Village Board in Closed Session. Motion carried.
- 8 Motion at approximately 10:22 a.m. by R. McCluskey and seconded by M. Gleason to adjourn. Motion carried.